

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 16-CA-326027	Date Filed 9/19/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cognizant Technology Solutions U.S. Corp. and Google, LLC, joint employers		b. Tel. No. (201) 286-9613; 512-592-5563
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) Cognizant, 717 E Parmer Lane, Austin, TX 78729; Google, LLC, 7700 W Parmer Lane, Austin, TX 78729	(b) (6), (b) (7)(C) representative (Google); (b) (6), (b) (7)(C) (Cognizant)	g. e-mail (b) (6), (b) (7)(C)@cognizant.com; (b) (6), (b) (7)(C)@google.com
		h. Number of workers employed 58
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service Technology	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around August 3, 2023, Cognizant and Google, as joint employers, refused to bargain in good faith with the union certified to represent the YouTube Music employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Molly Katchpole, Alphabet Workers Union-CWA, Local 9009

4a. Address (Street and number, city, state, and ZIP code) 809 Cuesta Dr., Suite B, PMB 1038 Mountain View, CA 94040	4b. Tel. No. (917) 847-0576
	4c. Cell No.
	4d. Fax No.
	4e. e-mail mkatchpole@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Communications Workers of America**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

/s/

Karla Campbell, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(615) 254-8801

Office, if any, Cell No.

Fax No.
(615) 255-5419e-mail
kcampbell@stranchlaw.com

Address 223 Rosa L Parks Avenue, Suite 200, Nashville, TN 37203 Date 09/18/2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.